

September 2-8, 2023

Community Policing Program: Solidifying Security



Security Management Institute Director, Mr. Humphrey Mokaya at the closing ceremony of the Community Policing Program that was conducted with support from the Government of Finland. The Program took place from August 28 – September 1, 2023.

BY TERESIA MURUGI AND
BETH MUIGAI

The Kenya School of Government, through the Security Management Institute (SMI), facilitated the second cohort of the Community Policing Course between August 28 and September 1, 2023.

The program is designed to build the capacity of community policing members to solve Gender Based Violence (GBV) and Security problems at the grassroots level while also creating a community of practice and friendship.

The 5-day training is supported by the Finish Embassy through the

Strengthening Prevention and Response to Gender-based Violence (GBV) in Kenya (2022 – 2024) Program with the goal of solving GBV and security challenges at the grassroots level. 29 participants from counties of Kilifi, Samburu and Bungoma successfully completed the program held at the School in Lower Kabete.

Community policing is an approach that acknowledges the collaboration between the police and community members in providing a safe and secure environment. As the world changes tact on dealing with community issues, the police force is no longer the sole guardian of law and order; community members have

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Community Policing Program: Solidifying Security

become active allies in enhancing safety and security.

This recognition then builds the need to identify key community leaders, offer them the necessary training, and equip them with skills and competencies to address issues in the community with their unique nature.

Some of the key thematic areas addressed during the week long program include; Development of community policing program; Actors and their responsibilities in Community Policing; Leadership and organization of Nyumba Kumi; Crime mapping and crime prevention in Kenya; and the 21st Century community policing.

Case studies and experience sharing were employed to enrich the program further allowing exchange of knowledge among participants. This brought forth various key community challenges, best practices of handling the challenges, and promoted synergy and team work amongst the participants.

Some of the significant issues raised during experience sharing were Gender Based Violence (GBV), Female Genital Mutilation (FGM), early pregnancies, early marriages, drug abuse, cattle rustling, Land disputes, unemployment among the youth, and

murder of the elderly suspected to be practicing witchcraft.

Technical Advisor of Kenya-Finland Bilateral Program and Chief Guest, Ms. Anu Ala Rantala, stated that the Government of Finland continues to support programs, such as the Community Policing program, that aim at achieving gender parity in countries.

She said that Kenya has existing policies, laws and structures that address issues such as GBV, FGM and Insecurity such as radicalization and petty theft and it is through partnering with such existing structures that the goal of gender balance is achieved.

Ms. Rantala urged the participants to bring change in the communities and empower the citizens. "I am pleased this day to see leaders who have gone through this training from diverse backgrounds and cultures that will go back home to the wards and villages and make a difference there," she remarked. "The Government of Finland is ready to support initiatives that will reinforce such change since issues of gender are crucial in the country's foreign and development policies"

KSG Director Linkages and Collaborations, Dr. Prisca Oluoch, has reminded participants to match up to

the positions they have back in their communities. "I urge all of you and the elders here to continue upholding the standards of the titles that you carry. It would be disappointing if you preach integrity yet your actions do not reveal that," she said.

Ms. Oluoch further encouraged women leadership in the community. "Some cultures sometimes do not allow for women to be leaders, but a good number here means we are on the right track, and the voice of women leaders is being heard," she commented

Security Management Institute Director, Mr. Humprey Mokaya highlighted the challenges Community leaders face in their line of duty ranging from lack of recognition by national and county leaders, issues of personal safety and security, lack of financial support, issues of integrity and lack of follow up on cases by relevant authorities. He revealed that a report will be shared with the relevant authorities.

This successful graduation of the second cohort of the Community Policing Program is a significant milestone that solidifies its effectiveness and underscores its profound impact on fostering progress in communities across the country.



Course participants together with facilitators and partners after the 5 day training that took place at Kenya School of Government, Lower Kabete.

Baringo holds “Zilizopendwa” Dinner

BY DOUGLAS MOCHAMA

Even when other communication channels have sometimes proven challenging to convey a message, music remains a powerful way to express oneself as it breaks down barriers to unity, affording relaxation, entertainment, healing, education, physical health and peacemaking.

Listening to music can bring comfort to you in depressing situations; it can even uplift and inspire those at a point of giving up. The music, movement, and lyrics are potent connectors in a barrier-free environment, bringing people together and building identities. Additionally, music is said to rejuvenate the soul and elevate the spirit; relaxation, expression, and human connection are at the heart of music.

After notable commitment to work, staff and course participants at KSG Baringo Campus retreated to a get-together cum dinner on Wednesday, August 30, 2023.

Dubbed Classical Zilizopendwa Musical Experience Dinner, the event sought to break the monotony of routine and enhance interaction and connections amongst those who attended.

Keen to build cohesiveness and positively influence staff-client relationships, the School regularly holds social events to appreciate inclusivity and the richness in diversity.

Some anticipated social benefits from the get-togethers include rest,



solidarity, community empowerment, civic pride, and even tolerance.

Zilizopendwa denotes popular music composed in the yesteryears of 1960s to the 1980s nowadays played a lot in social functions, music festivals, and national celebrations. Though the songs have undergone various transformations, the longevity, flavour, and musical tales of Zilizopendwa have endured and continue to be popular across generations without fading away.

Dr. John Bii, Campus Director and host of this exclusive dinner, is fond of these social events that are held at the School. At the Zilizopendwa Musical Dinner, the Director urged the party to carry with them the spirit of brotherhood, embrace diversity and nurture solidity in communities despite their differences to advance unity and help shun divisive tribal alignments.

Just like the music that has stood the test of time with longevity and its appealing flavor, the Director

encouraged the guests to focus on impactful service delivery and the yearning to leave behind a rich legacy that will be enjoyed by the coming generations. They should reflect on their contribution towards the bigger goal of national development, as they also look into their own individual enhancement in their respective areas of competence adding that KSG is and remains upbeat about harnessing camaraderie not forgetting professionalism.

"As this occasion brings us together as mortar and bricks, it should also empower us to keep sight of our various mandates. It should also enable us to create a conducive environment for delighting in our customers," he stated.

Course participants, Mr. Philip Koech of the Strategic Leadership Development Program, acknowledged the efforts of the School of in building cohesion across the nation. "We are delighted to be at KSG, a home where we have found every conceivable good," he said.

Baringo holds “Zilizopendwa” Dinner



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Dealing With Workplace Stressors

BY CHRISTINE RWAMBA

The World Health Organization (WHO) published on its website on October 19, 2020, that work pressures are unavoidable because they keep workers alert, motivated, and able to work and learn, but if in excess, they can breed stress, a public health concern for both employees and employers. The pressure of coping with the pace of daily life has exacerbated mental health.

The Kenya School of Government (KSG) is alive to the fact that redressing challenges in the Public Service requires intentional and well-calculated interventions. As such, the School has intensified efforts to address mental wellness among public servants by training more health champions to provide psychological and psychosocial support across the public service.

The School has designed programs such as Essential Counseling Skills, Wellness and Self-care Programs, Life Skills Programs and more to ameliorate work stressors among staff.

The psychological health of public officials is a determinant of quality of life and productivity. Human Resource Management, development officers, and line managers are the first lines of intervention for psychological challenges in their spheres of influence.

Recently, KSG Embu Campus conducted the maiden Wellness and Self-care Program, drawing participants from the State Department for Labor.

The weeklong course dwells on mental health and well-being, self-care

activities, relieving stress, interpersonal relations, attitude and adjusting to situations. Apart from that, participants are taught how to deal with pressure, identification of workplace burnout situations, and more to preserve physical and mental health.

Program feedback indicates the success level of the new course; graduates of the program cited that they acquired insights into the current mental health trends that have led to increased incidences of psychological disorders, particularly anxiety, drug and substance abuse, and depression.

The Campus Director, Dr. Ann Kang'ethe, in her session on emotional intelligence, elucidated that officers at the management level are responsible for giving direction and disciplinary measures, hence the need for them to evaluate their mental wellness before applying the same to the other employees.

"It is important that we assess our mental health status. Let us be the

first beneficiaries of this training before practicing and dispensing it to others," Dr. Kang'ethe advised.

Mr. Ordination Auda, a participant in the class, had this to say:

"It was an honour to have had the opportunity to attend this course at KSG Embu. I am sure most of us needed to raise our understanding of mental wellness, counselling in the workplace, work-life balance, emotional intelligence and management of addiction evidently as we strive to guide our colleagues in our respective sections," he said.

Mr. Auda emphasised the need for such programs to improve mental health and realize productivity at work.

"We are wrong to assume that stress emanating from our jobs does not affect our lives outside of work. It does. The more we come to terms with this truth, the better our chances are to get help from programs like the one we have just had." He said.



The first cohort of the Wellness and Self-care Program that concluded on 18th August 2023 at KSG Embu Campus.

CSR at its best-SLDP class of 375/2023

BY DENNIS WASIKE

Corporate Social Responsibility; ways in which an organization can positively contribute to improving governance, social, ethical, economic and environmental concerns in the community over and above its core mandate. It is meant to create a lasting impact in the community and foster trust.

CSR is anchored in the Constitution of Kenya 2010, Article 19 (2) of human rights that is meant to preserve the dignity of individuals and communities and to promote social justice and the realization of the potential of all human beings.

In addition, commissions have been established to address ethical concerns such as the Ethics and Anti-Corruption Commission, Kenya National Human Rights and Equality Commission (KNHRC), Commission on Administrative Justice, and the National Gender and Equality Commission.

The development of these legislative organs is a deliberate attempt to institutionalize CSR in Kenya. However enforcement of the same has been a challenge. In this regard, KSG has made it an integral part of the Strategic Leadership Development Program (SLDP) to inculcate CSR in leaders.

While selecting the CSR activity, SLDP No. 375/2023 took into consideration various challenges that could impede its implementation ranging from political, legal, economic and social factors. The selection and implementation of the event involved a committee with members from various government entities that then came up



SLDP No. 375/ 2023 with the members of the Mama Njeri Foundation, in Kikuyu.

with 3 possible CSR projects. The team chose to support an institution catering to children and adults living with cerebral palsy; Mama Njeri Foundation.

Mama Njeri Foundation, located in Kikuyu Sub-County was established in 2017 by Ms. Njeri Maria who herself was born with cerebral palsy. Through early intervention and having the necessary support system, she was able to achieve all her milestones and lead a productive life, which led to the establishment of the Foundation.

Mama Njeri is a champion for Cerebral Palsy, currently supporting over 270 families in Kiambu and neighboring Embu County, partnering with SEP (Special Education Professionals) to offer the much needed specialized care for this vulnerable group.

The Foundation is run by a highly successful cerebral palsy youth who have surmounted all barriers to reach university level despite the challenges that come with the condition.

Cerebral Palsy is the leading

cause of childhood disability affecting function and development. It consists of all disorders of motor, postural and mental noted during early development as a result of non-progressive brain lesion that occurred in developing fetal or infant brain (genetic, toxic, infectious or vascular) leading to disturbances in sensation, cognition, communication, perception, behavior and convulsions.

Management of Cerebral Palsy requires a dedicated integrated multidisciplinary administration of a highly specialized team consisting of physical, occupational, nutritional, speech and psychological therapists to maximize rehabilitative efforts that will help children to be fully integrated in nation building.

SLDP Cohort 375 managed to collect funds needed to meet the budget for assisted devices for rehabilitation and additional funds for daily subsistence.

The writer was a course participant of SLDP 375/2023

How to Handle Anxiety: Part 3

Introduction

In the last article in Volume 12 Issue 32 we expounded on How to Handle Anxiety: Part 2. In view of this, may I now focus on part 3 of this pertinent topic.

Preventing Anxiety

"Studies in military personnel in combat situations reveal several ways in which people defend themselves against anxiety. **First**, there is the development of self-confidence – a belief in one's ability to meet challenges of life. **Second**, there is involvement in work and other activities which presumably expends nervous energy and distracts one from the anxiety producing – situation. Work has been described as one of the handiest ways of preventing anxiety, but work can become compulsive and be a way to keep from dealing with the causes of one's anxiety. **Third**, there is faith in the ability and confidence of leaders who deal with dangers. Then, these military studies showed, there is belief in God", (Collins, 1980, P. 69).

Trust in God: The person who learns to walk in daily contact with God comes to agree with the hymn writer who wrote, "**I know not what the future holds, but I know who holds the future.**" This conviction can bring great security when others are inclined to be anxious.

At times, however, such trust leads to a blind denial of reality, to a refusal to accept responsibilities, or to a rigidity of thinking which ultimately prevents the person from adapting to changing circumstances. **In contrast, the Bible encourages realistic**

confrontation with problems and flexible decision-making.

This enables people to grow and adapt to change or danger, while maintaining an underlying confidence in the sovereignty of an all-powerful God.

Learn to cope: Coping with the causes of anxiety, when and before they arise, can prevent the development of apprehension. Such coping may involve the following, each of which can become part of a person's lifestyle:

- admitting fears, insecurities, conflicts, and anxieties when they arise;
- building self-esteem;
- acknowledging that separation hurts, attempting to maintain contact with separated friends, and building new relationships with others;
- seeking help from God and others in meeting one's needs;
- learning to communicate;
- learning some principles and techniques of relaxation; and
- periodically evaluating one's priorities, life goals, and time management (Ibid., P. 69-70)

Conclusion About Anxiety

Writing about physicians, psychiatrist O. Quentin Hyder summarized much of what we have said about anxiety. Patients who do not get well quickly sometimes become very impatient at their apparent lack of progress. The fact is, however, that the patient's feelings of helplessness,

apprehension, imminent danger, loneliness, and frustration would be far worse if he did not during the crisis period, have the security of knowing that at regular intervals he could unburden his thoughts and feelings to someone who he believed really cared and was equipped by training and experience to help him. The doctor on his part must convey understanding, sympathy, confidence, ability to help, and genuine concern. Once the patient is sufficiently confident in his doctor's ability and care he can pour out his fears and admit to other emotions that are troubling him such as depression, hostility, anger, and guilt. As the patient does this, the doctor uses a skillful blend of authoritative persuasion, suggestion, and directive advice with supportive reassurance and nondirective sympathetic listening and understanding", (Collins, 1980, P. 70).

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By Letiyon A. Lempaine, Lecturer and Chaplain at the Kenya School of Government, Lower Kabete.

Mombasa Campus Weekly Activities



Mombasa County took the lead in climate action at KSG Mombasa Campus. In their collective effort to combat climate change, they gathered insights, and ideas for forging a sustainable path forward.



Participants from State Department for Public Service receiving their certificates after successfully completing the Skills Enhancement Training for Administrative Assistants .



Nyamira County Executives at a comprehensive course on Performance Contracting in the Public Service. The training began with a formal opening ceremony, graced by H.E. Hon. Amos Nyaribo, the County Governor of Nyamira showing commitment to improving public service through performance contracting.

Weekly Activities in Summary



Deputy Director, Ms. Vera Obonyo at the graduation ceremony for the FMIS Program for Auditors and the Financial Accountants Course(for world bank funded projects). These programs are conducted at the e-Learning Development Institute at KSG.



Members of the Tharaka Nithi Water Development Agency attend the Corporate Governance for Public Sector Boards in Mombasa. The training was coordinated by CPA Ishmael Maingi of KSG.

Weekly Activities in Summary



Baringo Campus graduates the largest class of Strategic Leadership Development Program since the program inception at the Campus participants drawn from the Ministry of Foreign Affairs and National Youth Service. The graduation Ceremony held was presided over by the NYS Deputy Director General, Jamleck Chabari, accompanied by the Director of Human Resource and Development at NYS, Ms Mary Ngugi. They were received at the Campus by the Deputy Director Mr. John Napoo.



The Human Resource Department holds a farewell party for Ms. Magdalene Anzela (in white) who has completed her attachment at the Registry Section. The team celebrated Magdalene as a hardworking, reliable and loving person who exhibited passion and commitment in the execution of her responsibilities.



KSG Matuga Campus Staff, together with the pupils from Matuga Primary School, at a CSR event. With a mission for hygiene; clearing the bushes and cleaning the primary school compound, ensuring a welcoming and clean environment.

Leadership Lesson

Time changes everything except something within us

We are so obsessed with doing that we have no time and no imagination left for being. As a result, men are valued not for what they are but for what they do or what they have - for their usefulness.

Thomas Merton

Have your say

Thank you very much for receiving us so well & hospitably. You organised our time at your institution very effectively much to our mutual benefit. This is great for our benchmarking. A great learning experience. Looking forward to continued collaboration.

Regards Margaret Mzumara
General Manager - Media Liaison & Brand Management
Public Service Commission
Zimbabwe

Humour

Why didn't the alarm sound?

The alarm:



Quote of the Week

Don't let the fear of the time it will take to accomplish something stand in the way of your doing it. The time will pass anyway; we might just as well put that passing time to the best possible use.

Earl Nightingale

Baringo Campus

Strategic Leadership Development Programme No. 381/2023	4th September - 13th October, 2023
Supervisory Skills Development Course	4th - 15th September, 2023
Senior Management Course no 176/2023 (Online)	24th July - 15th September, 2023
Strategic Leadership Development Programme No. 378/2023 (Online)	7th August - 13th October, 2023
Senior Management Course	28th August -22nd September, 2023
National Health Insurance Fund Workshop	4th September, 2023
Women Challenged to Challenge	8th September, 2023

Embu Campus

Strategic Leadership Development Program Online No. 373/2023	10th July - 8th September, 2023
Diploma in Social Work No. 44/2023	6th March -7th March, 2025
Strategic Leadership Development Program No. 377/2023	7th August - 6th October, 2023
Senior Management Course No.197/2023	28th August - 22nd September, 2023
Teachers Service Commission	28th August- 6th September, 2023
State Department for Public Service	28th August- 5th September, 2023
Senior Management Course No.198/2023	4th September-27 October, 2023
Public Relations & Customer Care course	4th- 15th September, 2023
Supervisory Skills Development Course	4th - 15th September, 2023
Induction Program	4th - 15th September, 2023
Report Writing Course	4th - 8th September, 2023
Strategic Leadership Development Program No. 380/2023	4th September-10th November, 2023
National Crime Research Center	23rd August - 6th September, 2023

Matuga Campus

Senior Management Course No.118/2023	1st July -22nd September, 2023
Senior Management Course No.118/2023	28th August -22nd September, 2023

Mombasa Campus

Senior Management Course No.169/2023	7th August - 29th September, 2023
Workshop Sate Department for Roads	28th August- 5th September, 2023
Records Management Course No. 1/2023	4th - 29th September, 2023
Management Skills Course No. 1/ 2023	4th - 29th September, 2023
Supervisory Skills Development Course No. 42/2023	4th - 15th September, 2023
Public Relations & Customer Care Course No. 1/2023	4th - 15th September, 2023
Sensitization on Records Management - NCA	4th - 8th September, 2023
Corporate Governance Program- KNCHR	4th - 8th September, 2023
Accounting Officers Program for County Chief Officers	4th - 8th September, 2023
Leadership & Integrity Course for Executive Training	6th - 8th September, 2023
Kenya Police Service-Workshop	4th September, 2023
The National Treasury- Workshop	4th - 15th September, 2023

Lower Kabete

Senior Management Course No.378/2023	31st July-22nd September, 2023
Senior Management Course No.378/2023	31st July-22nd September, 2023
Senior Management Course No.402/2023	10th July- 4th September, 2023
Induction of Third Secretary Cadets	16th August -November 3rd, 2023
Workshop Kenya Rural Roads Authority-Machakos	28th August-15th September, 2023
Strategic Leadership and Development Programme No.379/2023	4th September - 13th, October, 2023
Senior Management Course No. 406/2023	4th- 29th September, 2023
Induction for Public Sector Boards	4th -8th September, 2023
IFMIS Training for ICT Officers	4th - 8th September , 2023
Kenya Medical Practitioners and Dentists Council	4th - 8th September , 2023
Induction program for the public service	4th - 8th September , 2023
Job evaluation in the public service (KPA)	4th - 8th September , 2023
Workshop Geothermal Development Company	5th September, 2023
Geothermal Development Company	4th-8th September, 2023
Agriculture and Food Authority	4th-8th September, 2023

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